

**AMENDMENTS TO THE CLAIMS**

The listing of claims will replace all prior versions, and listings, of claims in the application:

**Listing of Claims:**

1. (currently amended) A computer-implemented method comprising:  
retrieving one or more core skills from a data store,  
wherein each user is associated with one or more of the  
core skills ~~each core skill corresponds to each of a~~  
~~plurality of users~~, and wherein each of the core skills is  
a generalized skill useful in supporting an organization's  
business objectives;  
  
retrieving, from a data store, a subset of dimension skills  
from a plurality of dimension skills, wherein the subset of  
dimension skills correspond to a subset of the plurality of  
users, and wherein each of the dimension skills is a  
profession-related skill corresponding to a particular  
profession found in the organization;  
  
identifying a progression requirement stored in a memory  
for each of the core skills and for the subset of dimension  
skills;  
  
including the retrieved core skills, the subset of  
dimension skills, and the identified progression  
requirements in a framework; ~~and~~  
  
storing the framework in a data store accessible by an  
evaluation software routine;

evaluating one of the plurality of users using the framework and the evaluation software routine, the evaluating resulting in an evaluated user[[.]] wherein the evaluation software routine performs steps comprising:

retrieving a user capability from a capabilities data store, the user capability corresponding to the evaluated user;

matching the user capability with one of the progression requirements that are included in the framework;

computing a core skill ranking for each of the core skills and computing a dimension skill ranking for each of the subset of dimension skills, wherein the core skill rankings and the dimension skill rankings are stored in a memory;

computing an overall ranking based upon the plurality of skill rankings, wherein the overall ranking is stored in the memory; and

identifying a plurality of user improvement areas based on the core skill rankings and the dimension skill rankings, wherein at least one of the user improvement areas corresponds to one of the core skills, wherein at least one of the user improvement areas corresponds to one of the dimension skills, and wherein the identified user improvement areas are selected in order to increase the overall ranking of the user.

2. (canceled)
3. (canceled)
4. (canceled)
5. (original) The method of claim 1 wherein the subset of dimension skills constitutes a first dimension skills module, the method further comprising:  
selecting one or more dimension skills from the plurality of dimension skills, the selecting resulting in a second dimension skills module; and  
  
replacing the first dimension skills module with the second dimension skills module in the framework.
6. (original) The method of claim 1 further comprising:  
identifying one or more functional skills that correspond to the subset of dimension skills; and  
  
including the identified functional skills in the framework.
7. (original) The method of claim 1 wherein the framework is selected from the group consisting of a profession-specific framework and a business function-specific framework.
8. (currently amended) An information handling system comprising:  
one or more processors;  
  
a memory accessible by the processors;

one or more nonvolatile storage devices accessible by the processors; and

a workforce evaluation tool for evaluating a workforce, the workforce evaluation tool comprising software code that, when executed by one of the processors, performs steps comprising: ~~effective to:~~

retrieving ~~retrieve~~ one or more core skills from one of the nonvolatile storage devices, wherein each user is associated with one or more of the core skills ~~each core skill corresponds to each of a plurality of users,~~ and wherein each of the core skills is a generalized skill useful in supporting an organization's business objectives;

retrieving ~~retrieve~~ a subset of dimension skills from a plurality of dimension skills located in one of the nonvolatile storage devices, wherein the subset of dimension skills correspond to a subset of the plurality of users, and wherein each of the dimension skills is a profession-related skill corresponding to a particular profession found in the organization;

identifying ~~identify~~ a progression requirement for each of the core skills and for the subset of dimension skills;

including ~~include~~ the retrieved core skills, the subset of dimension skills, and the identified progression requirements in a framework; and

storing the framework in one of the nonvolatile storage devices at a location accessible by an evaluation software routine included in the workforce evaluation tool;

evaluating one of the plurality of users using the framework and the evaluation software routine, the evaluating resulting in an evaluated user[[.]],  
wherein the evaluation software routine performs steps comprising:

retrieving a user capability from a capabilities data store stored in one of the nonvolatile storage devices, the user capability corresponding to the evaluated user;

matching the user capability with one of the progression requirements that are included in the framework;

computing a core skill ranking for each of the core skills and computing a dimension skill ranking for each of the subset of dimension skills, wherein the core skill rankings and the dimension skill rankings are stored in the memory;

computing an overall ranking based upon the plurality of skill rankings, wherein the overall ranking is stored in the memory; and

identifying a plurality of user improvement areas based on the core skill rankings and the

dimension skill rankings, wherein at least one of the user improvement areas corresponds to one of the core skills, wherein at least one of the user improvement areas corresponds to one of the dimension skills, wherein the identified user improvement areas are selected in order to increase the overall ranking of the user, and wherein the user is informed of the identified user improvement areas.

9. (canceled)
10. (canceled)
11. (canceled)
12. (original) The information handling system of claim 8 wherein the subset of dimension skills constitutes a first dimension skills module, and wherein the software code is further effective to:  
select one or more dimension skills from the plurality of dimension skills, the selecting resulting in a second dimension skills module; and  
replace the first dimension skills module with the second dimension skills module in the framework.
13. (original) The information handling system of claim 8 wherein the software code is further effective to:  
identify one or more functional skills that correspond to the subset of dimension skills; and

include the identified functional skills in the framework.

14. A program product stored in a computer readable media,  
wherein the program product includes a set of instructions  
that, when executed by an information handling system,  
causes the information handling system to perform steps  
comprising:

retrieving ~~retrieve~~ one or more core skills from a data  
store, wherein each user is associated with one or more of  
the core skills ~~each core skill corresponds to each of a~~  
~~plurality of users,~~ and wherein each of the core skills is  
a generalized skill useful in supporting an organization's  
business objectives;

retrieving, from a data store, ~~retrieve~~ a subset of  
dimension skills from a plurality of dimension skills,  
wherein the subset of dimension skills correspond to a  
subset of the plurality of users, and wherein each of the  
dimension skills is a profession-related skill  
corresponding to a particular profession found in the  
organization;

identifying ~~identify~~ a progression requirement stored in a  
memory for each of the core skills and for the subset of  
dimension skills;

including ~~include~~ the retrieved core skills, the subset of  
dimension skills, and the identified progression  
requirements in a framework; ~~and~~

storing the framework in a data store accessible by an  
evaluation software routine;

evaluating ~~evaluate~~ one of the plurality of users using the framework, the evaluating resulting in an evaluated user one of the plurality of users using the framework and the evaluation software routine included in the program product, the evaluating resulting in an evaluated user[[.]] wherein the evaluation software routine performs steps comprising:

retrieving a user capability from a capabilities data store, the user capability corresponding to the evaluated user;

matching the user capability with one of the progression requirements that are included in the framework;

computing a core skill ranking for each of the core skills and computing a dimension skill ranking for each of the subset of dimension skills, wherein the core skill rankings and the dimension skill rankings are stored in a memory;

computing an overall ranking based upon the plurality of skill rankings, wherein the overall ranking is stored in the memory; and

identifying a plurality of user improvement areas based on the core skill rankings and the dimension skill rankings, wherein at least one of the user improvement areas corresponds to one of the core skills, wherein at least one of the user improvement areas corresponds to one of the dimension skills, and wherein the identified user improvement areas are



selected in order to increase the overall ranking of the user.

15. (canceled)
16. (canceled)
17. (canceled)
18. (original) The program product of claim 14 wherein the subset of dimension skills constitutes a first dimension skills module, and wherein the computer program code is further effective to:  
select one or more dimension skills from the plurality of dimension skills, the selecting resulting in a second dimension skills module; and  
replace the first dimension skills module with the second dimension skills module in the framework.
19. (original) The program product of claim 14 wherein the computer program code is further effective to:  
identify one or more functional skills that correspond to the subset of dimension skills; and  
include the identified functional skills in the framework.
20. (original) The program product of claim 14 wherein the framework is selected from the group consisting of a profession-specific framework and a business function-specific framework.